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**The Connecticut Association of Not-for-profit Providers For the
Aging**

Testimony to the Labor and Public Employees Committee

Regarding

House Bill 6534, An Act Concerning Labor Union Authorizing Card Checks

March 3, 2009

The Connecticut Association of Not-for-profit Providers for the Aging (CANPFA) is an organization of over 150 non-profit providers of aging services representing the full continuum of long term care. We are pleased to submit the following testimony regarding *House Bill 6534, An Act Concerning Labor Union Authorizing Card Checks*.

This bill appears to attempt to preempt the formal process for employees to select and reject their bargaining representatives through secret ballot elections conducted by the National Labor Relations Board ("NLRB"). In light of this attempt to preempt the secret ballot elections with the very public card check recognition process, CANPFA must oppose this legislative proposal.

Employees should have the opportunity to keep private their decision whether or not to be represented by a union. The card check process can be very intimidating to workers and therefore not necessarily representative of their true opinions. Removing the secret ballot and allowing a card check campaign to dictate representation would also remove the employer from the process and provide them with no opportunity to communicate meaningfully with their employees and co-workers about unionization.

The fair and reasonable requirements of the National Labor Relations Act should not be preempted by a card check process that is neither fair nor reasonable. We encourage the committee to defeat this bill.

Thank you for your consideration of this testimony.

CANPFA
1340 Worthington Ridge, Berlin, CT 06037
(860) 828-2903 fax (860) 828-8694
mmorelli@canpfa.org